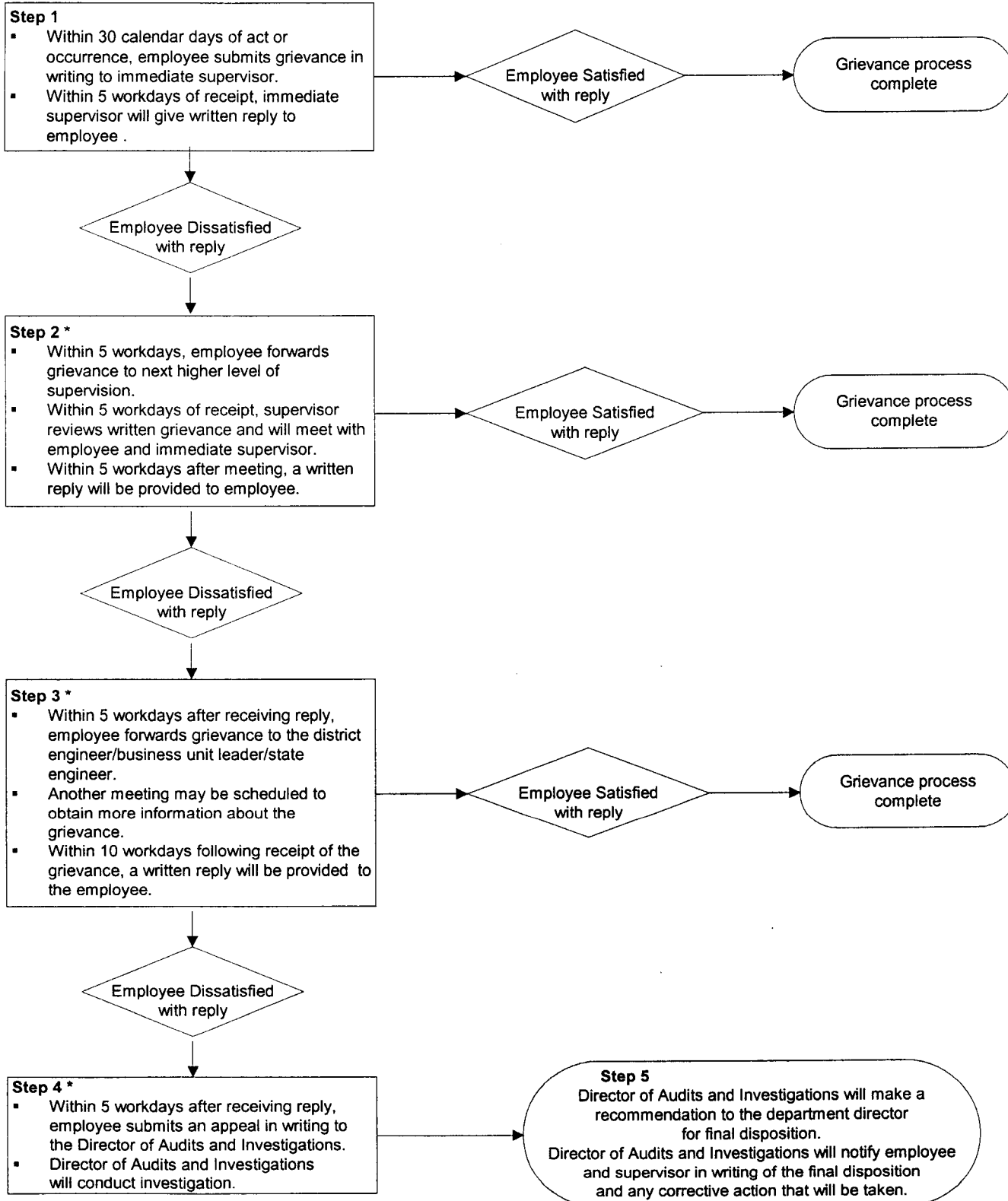


MoDOT Grievance Procedure

This procedure shall not apply to employees in personnel policy making and other designated positions. The following list identifies positions which are exempt from this procedure: Director; Chief Engineer; Chief Operating Officer; Business Unit Leaders; Director of Audits and Investigations; Chief Counsel; Assistant Chief Counsels; Secretary to the Commission; District Engineers; Regional Counsels; Division Leaders/State Engineers; Attorneys I-V; Law Clerks.



* The employee has the option of requesting another person of his/her choice (which could be a union representative for the certified bargaining unit) be present at Step 2 and all future grievance meetings; however, this person's participation will be limited to observation only at Steps 1 and 2, but he/she may ask brief clarifying questions at Steps 3 and above. In no case will this person be allowed to speak on behalf of the employee or provide legal counsel.